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Monitor Newsletter January 25, 1993

Bowling Green State University

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BOWLING GREEN STATE UNIVERSITY

JAN. 25, 1993

Bryan and Newell to join University's Board of Trustees

The Board of Trustees will have two new faces joining them when it convenes for its April meeting. Governor George Voinovich appointed David Bryan of Toledo and Valerie Newell of Cincinnati to the University's board last week.

Bryan and Newell will fill the remainder of the terms left by Nick Mileti and Herbert Moorehead who were dismissed from the board in November. They were ruled ineligible to serve because they are no longer residents of Ohio.

Bryan, a partner in the Toledo law firm of Wasserman, Bryan, Landry & Honold, replaces Mileti for a term expiring May 16, 1994. A graduate of Muskingum College with a law degree from the University of Toledo, he is a member of the board of directors of Mid Am, Inc. and Mid American National Bank and Trust Co.

Newell, vice president/senior portfolio manager for Scudder, Stevens & Clark, a Cincinnati accounting company, replaces Moorehead for a term expiring May 16, 1995. A 1975 University graduate, Newell is a member of the BGSU Foundation's finance committee. She also has been a member of the College of Business Advisory Council since 1983 and has held leadership positions in the Ohio Society of Certified Public Accountants.

Both of the new trustees will be eligible for reappointment to full terms on the board.

The next trustee meeting is scheduled for April 2 at Firelands College.



Sparks fly as Richard Herzog, a senior sculpture major, works on his metal sculpture as part of an art project. He is using a power grinder to smooth the edges of a wheel that will be installed on his artwork.

Senate hopes summer salaries will be restored

In anticipation of more dollars showing up in this month's paychecks, members of Faculty Senate listened to an explanation of the salary increase by Dr. J. Christopher Dalton, vice president for planning and budgeting, at their Jan. 19 meeting.

The pay hike for faculty included a 3.3 percent increase effective Jan. 1 and a payment of \$1,040 to help cover increasing health care costs. Dalton said half of the \$1,040 for 1992-93 (\$520 before withholding for taxes) will be paid as a lump sum payment in early February with the remainder of the amount stretched over paychecks through July.

Approximately \$3.6 million of the \$4.4 million pool set aside for pay increases has been used to fund salaries for 1992-93, Dalton said. The remaining \$7-800,000 could be used to restore summer faculty salaries; however, no final decision has been made for the money, he said.

When asked if University employees could see another pay increase this summer, Dalton said it was too early to predict. State tax increases approved by Governor Voinovich and legislators are only a temporary solution to Ohio's budget woes and Dalton called the outlook for revenue in the next biennium "pretty bleak."

He said it also was difficult to predict if there will be additional health care costs to University employees. The Health Care

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Businesses are learning that a happy home means a happy employee

Big businesses — and that includes universities — are dealing with a dilemma that threatens almost every area of their operations and touches a good portion of their employees. What new problem could be so all-encompassing? The American workforce is trying to have it all: a career AND a family.

According to a 1990 study, more than one-third of this country's workers are finding it difficult to balance work and family life. This has resulted in a dramatic increase in stress-related health problems, work absenteeism, decreased productivity and higher employee turnover.

Today's work environment has changed completely from 10 years ago. The traditional family composed of a working husband and a non-working

wife who stays at home to take care of the children represents only 3.7 percent of all American families. In the past three decades as the U.S. has moved to a society of materialistic wealth, couples have discovered it takes both spouses in the workforce in order to keep up with the Joneses — or to simply send their kids to college.

It is estimated that by the year 2000, which is only seven years away, two-thirds of the working population will be women. And as America's workforce changes, it brings new problems to deal with, for example:

— Employees who have latchkey children (children who are home alone after school until their parents return from work) will miss 13 more days of work each year than the average seven days.

— Seventeen percent of all working

parents have children under the age of six and 25 percent care for an elderly relative. It is estimated that for these people, for approximately two hours every day, their minds will drift to home

unless they are confident they have good day care provisions.

— One of the most significant causes

Continued on page 2

Companies that are adapting to the times

Companies and businesses are beginning to recognize the benefits of helping their employees balance work and home life. Work and family plans range from health insurance and sick leave to multi-faceted programs that include child care, fitness centers and elder care assistance. Below are examples, as prepared by the Bureau of National Affairs and distributed by Moore at his seminars, of some progressive companies and programs they provide to address their employees' needs.

General Electric — Provides an on-site child care center from 7 a.m. to 6 p.m.

Endowment minimum level raised

With the cost of almost everything rising, the BGSU Foundation, Inc. has decided to raise the minimum amount necessary to establish an endowment.

According to Kenneth Frisch, director of development, the new minimum level is \$12,000, which can be established within a four-year period of time. The previous amount of \$5,000 had been in effect since 1956.

"Obviously, costs have soared since the 1950s and we feel that the new level will generate additional revenue and better serve the students and faculty recipients of scholarship and research funds," Frisch said.

He added that all funds that were previously established at the \$5,000 level will be "grandfathered" and continue to generate interest to be awarded for their particular purpose. Also, funds that have not yet reached endowment status but were started before Dec. 1, 1992, will be granted endowment status upon reaching the \$5,000 level. If a newly started fund does not reach endowment level within four years, the funds will be awarded to the desired cause until all of the funds have been expended.

Frisch said donors have been very receptive to the new level and three new endowed funds have been added to the foundation since December. The foundation has more than 350 endowed

accounts with amounts varying from \$5,000 to \$1 million. The majority are used for scholarships with others designated for departments, research, the library and many special projects and programs.

Individuals with questions regarding the changes or specific funds should contact Frisch at 372-2424.

Grant deadline set

Faculty are reminded that Feb. 15 is the deadline date for submission of instructional grant proposals sponsored by the Faculty Development Committee. A limited number of grants are available in amounts up to \$1,000. Guidelines are available in department offices or in the office of the vice president for academic affairs.

Funding is available

The Administrative Staff Council has grant funds available for professional growth of full-time administrative staff members who have been at BGSU for three years or longer.

Anyone interested in applying for the grant or who would like more information should contact Pat Green at 372-6008.



The photocomposition "Father," by Evgeny Iufit and Vladimir Kustov, is just one of the pieces on display with the "Russian Necrorealism: Shock Therapy for A New Culture" exhibit in the Dorothy Uber Bryan Gallery of the Fine Arts Center. The display is the first American showing of the work by three artists at the core of the Necrorealist movement from the former Soviet Union. It is on exhibit through Feb. 9.

NCA team is preparing for its campus visit

As part of the University's reaccreditation process, a team from the North Central Association of Colleges and Schools will conduct an on-site visit to Bowling Green Feb. 22-24. During the visit, team members will be talking to University staff, leaders and students.

An open meeting for faculty, staff and students will be held from 3-5 p.m. Feb. 22 in the conference room at Jerome Library. Participants can ask questions and discuss the self-studies report prepared by the University's reaccreditation steering committee.

Dr. Denise Trauth, chair of the steering committee, said she currently is helping the team to prepare its schedule for the three-day visit. The team's chair, Dr. Jean W. Adams, associate to the president for budget, planning and

analysis at Iowa State University, has indicated the team is interested in talking to leaders from Faculty Senate, Administrative Staff Council, Classified Staff Council, Graduate Student Senate and Undergraduate Student Government. They also plan to meet with President Olscamp, the vice presidents, deans, chairs, trustees and some alumni.

Trauth said the team will spend Feb. 23 at Firelands College.

She encourages members of the University community to review the steering committee's self-studies report in preparation for the team's campus visit. The report, which has been widely distributed on both the main campus and at Firelands, examines all aspects of the academic side of the University as well as its mission and other aspects.

COMPANIES

From the front

be granted for the birth or adoption of a child, expiration of medical leave for childbirth or the serious illness of a dependent child, parent or spouse; has a flex time schedule allowing employees to begin their days between 6:30-9:30 a.m. and end between 3:30-6 p.m.; provides up to \$2,000 in reimbursement of adoption expenses; provides fitness centers at several of its facilities that are open to employees and family members on a sliding scale of payment.

IBM — Has a personal leave program that allows employees to take up to three years to be at home to care for children or elderly relatives. Employees continue receiving benefits while on leave and are guaranteed a job upon their return. Also has a pilot "work-at-home" program for employees on personal leave who want to work part-time but cannot regularly get into the office. These employees must do the kind of work that can be done at home and they must come to their office at least four consecutive hours a week. Also provides programs such as a child care referral service designed to help employees find suitable child care; has a relocation plan that helps working spouses of transferred IBM employees find jobs in their new locale; pregnancy leave is covered under the company's regular sick and accident program, which provides full pay for up to 52 weeks in a 24-consecutive-month period. For pregnancy, full salary will be provided under that plan until recovery from childbirth, usually six to eight weeks.

Warner-Lambert Co.: The company has been considered a prototype of an employer taking a multi-faceted approach to work and family concerns. Some of its policies include: Employees may take up to five of their 10 sick days a year to care

for sick dependents; flex time is offered which may be modified to handle personal crises or emergencies; in weather emergencies, employees may take off work when needed (for example, when schools are closed). They can make up the time, take it as paid vacation or be docked. The company's parental leave policy allows a three-month unpaid leave for the birth or adoption of a child or for the care of a seriously ill child or parent. During this time, the employee's full benefits continue.

WORK/FAMILY CONFLICTS

From the front

of absenteeism is the difficulty in finding child care.

— Studies show that more than 50 percent of working men and women report being interrupted at work due to elderly care problems.

— Seventy-seven percent of working women and 73 percent of working men who have children 18 years and younger deal with family issues during working hours.

What is happening here? "Basically the work environment has not caught up with our lifestyle," says John Moore, executive director of personnel services, in a workshop he conducts frequently on "Employee Work/Family Conflicts."

Employees are under more stress than ever before and workplaces don't know how to deal with it, he said. Companies and businesses used to want their employees to keep their work and personal lives separate. But as times have changed, employees can no longer leave their personal problems at home. Moore said progressive companies are learning to deal with this phenomena by offering child care, flex time and other programs to relieve the stress and boost productivity.

"If an employee's mind is drifting to concerns at home, the work is not getting done," Moore said. "So companies have to come up with solutions to help people."

He said more employers are doing a number of different things to reduce work and family conflict such as giving employees control of their jobs. In many workplaces there are too many constraints and very little input on how the job should be performed. Employees function better if they have input into how their jobs can best be done. Trusting employees to make competent decisions can have the most positive effect.

Companies that refuse to provide programs to help their employees' personal needs because they think they are costly are only hurting themselves, Moore said. "We must make the transition from a society addicted to short-term profit to one committed to long-term stability," he said. "Those employers who provide the best market will get the best employees and have less turn-over."

What can a company do to meet its employees' needs? Moore said programs and policies have to be put in place to

handle the personal problems that detract from work. Programs that make life and work easier include flex time (which allows employees to start their work day between 7 and 9:30 a.m.); parental leave policies for the birth or adoption of a child; on-site day care centers; retirement education assistance plans; parenting seminars; and sick leave policies that allow parents to use limited sick time to care for sick dependents.

A key to making such changes is to have all supervisors and management personnel complete an awareness program on work and family concerns.

"We have to stop writing policies based on 10 percent of our employees. We're starting to demand our rights as parents and are becoming more aggressive in saying what we need to do to take care of our responsibilities," Moore said. "People who are content with their jobs and feel good about their employers work harder."

The University has a flex time policy for employees and has conducted several studies on the feasibility of a day care center.

CSC concerned about increasing workloads but pay stays the same

At its Jan. 19 meeting, Classified Staff Council members discussed increased workloads, new duties and their effects upon job reclassifications. CSC Chair Chris Stock reported that in a meeting with John Moore, executive director of personnel services, Moore said that promotions for administrative staff would be justified if employees have additional new duties — not just more work. Moore said that he will encourage managers to work classified staff in their classifications and support personnel's decisions regarding audits. He also told her that employees may pursue the grievance policy outlined in their handbooks if they are dissatisfied with personnel's decision.

"I think employees should only do duties in their job description and make note of when they were asked to do work out of their classification to use as a basis for their audit request," Stock said.

She also reported that revised grievance, fee waiver, special leave and professional development policies were approved by Administrative Council. Walter Montenegro, personnel services, told Stock that severe weather and flex-time policies proposed by CSC have been denied. Stock requested a written explanation of the denial from Montenegro. New or revised policies will be presented to the Board of Trustees for their approval at the April meeting.

In other business, CSC members were

given a list of laid off employees as of Jan. 13. "Fifteen employees are still laid off," Stock said, "and I will continue to encourage personnel in its efforts to find these people new positions, even if some temporary employees are affected."

In related business, CSC members discussed personnel services' six-month pilot program to use temporary workers enlisted from temporary agencies. Several CSC members questioned the validity of the notion that temporary workers from outside agencies would offer improved quality of service due to agency screening processes. Members also discussed the use of time limits governing how long an employee may retain temporary status as well as appropriate times to use temporary workers. "There is a big difference between daily work and special projects," council member Kathy Eninger said. "That is where we need to draw the line. We should not contract out any daily work unless it is a last resort."

Marshall Rose, director of affirmative action, spoke to the group about racial, sexual and ethnic harassment. He specifically addressed the topic of employee awareness to harassment on campus. "It is an obligation for everybody in the University community to be actively engaged in seeking to address (harassment) issues when they occur," Rose said, "or when they become aware of them." He added that it wasn't necessarily an individual's responsibility to confront offenders, but instead to report the situation to a superior or to the affirmative action office. Rose said he would be willing to work with CSC to initiate training and education targeted specifically at classified members.

Also on the agenda:

— Stock reported that she expressed CSC's concerns about "white glove" inspections in a meeting with Moore. Moore indicated that some supervisors had complained of employees not working eight hours each day. Stock emphasized that employees are strongly urged to keep track of their activities, as well as time invested.

— CSC members discussed nepotism in hiring practices; Stock said that she would mention this issue in her next meeting with Moore. — Mark Hunter

Retreat is planned

Faculty and staff are invited to participate in a retreat sponsored by the St. Thomas More and the United Christian Fellowship Center. Planned for March 5-7, the retreat is not about specific religions, but about exploring your life's journey.

The retreat will be held at Our Lady of the Pines Center in Fremont. There will be sessions on painting, music, meditation, exercise, prayer and a discussion group on spiritual care. Themes will focus on "An Oasis in the Desert" and "Food for Life's Journey."

General information is available from Kathleen Campbell, Pat Fitzgerald, John Piper or Karen Thompson at UCF. To request brochures and make reservations, contact Maria Overholt at St. Thomas More at 352-7555.

FACULTY/STAFF PUBLICATIONS

Patricia M. King, higher education and student affairs, was the guest editor and authored the introductory article in *Liberal Education*, January/February 1992. Paul Haas, economics, and Carney Strange, higher education and student affairs, also authored articles for the publication.

Park Leathers, accounting and management information systems, authored "A Planning Aid: An Intelligent Modeling System for Planning Problems Based on Constraint Satisfaction" in *IEEE Transactions on Knowledge and Data Engineering*, August 1992.

Dennis Hale, journalism, "The Influence of Chain Ownership on News Service Subscribing" in *Newspaper Research Journal*, Summer 1992.

Danny Myers, applied statistics and operations research, authored "Meeting Seasonal Demand in a Dynamic Production Environment" in *European Journal of Operational Research*, Vol. 57, 1992.

Glen Shields and Connie Schondel, social work, co-authored "Development of an Instrument to Measure Volunteers' Attitudes Towards People with AIDS" in *The Ohio Journal of Science*, Vol. 92, No. 3, June 1992.

Patricia M. King, higher education and student affairs, co-authored "Are White Students Really More Involved in Collegiate Experiences Than Black Students?" in *Journal of College Student Development*, July 1992.

Elizabeth Stimson, education, authored a book review of *Japanese Education: Made in the U.S.A.* by Nicholas J. Haiducuk in *American Secondary Education*, Summer 1992.

Veronica Gold, Steven C. Russell and Ellen U. Williams, all of special education, co-authored "Rural Service: Considerations in Meeting the Intervention Needs of Preschool and Young Children with Handicaps" in *Journal of the Ohio Elementary Kindergarten Nursery Educators*, 1992; also authored "Serving Rural Preschool Children with Handicaps: A Collaborative Approach" in *LD Forum*, Summer 1992; also "Parent-Teacher Collaboration in Rural America" in *The Journal*, and "Special Education Personnel: Rural Administrative Needs" in *American Secondary Education*, Vol. 20, No. 4, 1992.

Edward Morgan and John Hiltner, gerontology, co-authored the book, *Managing Aging and Human Service Agencies*, Springer Publishing Company, July 1992.

Irwin W. Silverman and Donald M. Ragusa, psychology, co-authored "A Short-Term Longitudinal Study of the Early Development of Self-Regulation" in the *Journal of Abnormal Child Psychology*, Vol. 20, 1992.

Alvar Carlson, geography, authored the chapter "Spanish Americans in New Mexico's Rio Arriba" in *To Build in a New Land: Ethnic Landscapes in North America*, Johns Hopkins University Press.

Bruce W. Smith, authored the chapter "Manufacturing" in *Region in Transition: An Economic and Social Atlas of Northwest Ohio*, University of Akron Press.

John Hiltner, authored the chapter "Health Care" in *Region in Transition: An Economic and Social Atlas of Northwest Ohio*, University of Akron Press.

Kenley Inglefield, music, arranged Victor Ewald's "Concerto for Brass Quintet and Band" which was published by Accura Music in November. His arrangement of Ewald's "Quintet No. 1" was premiered by the Bowling Green Brass Quintet and Symphonic Band in January 1992.

Alfred DeMaris, sociology, authored *Logit Modeling: Practical Applications*, Sage Publications, June 1992; co-authored with K.V. Rao, sociology, "Premarital Cohabitation and Subsequent Marital Stability in the United States: A Reassessment" in *Journal of Marriage and the Family*, February 1992; also co-authored with Meredith D. Pugh, sociology, and Erika Harman, "Sex Differences in the Accuracy of Recall of Witnesses of Portrayed Dyadic Violence" in *Journal of Marriage and the Family*, May 1992.

Judith Bentley, John Bentley, Robert Moore, Edward Marks, John Sampen, Herbert Spencer, Edwin Betts, Paul Hunt, Kenley Inglefield, Ivan Hammond and Wendell Jones, music, contributed to "Playing/Teaching — Help from the Specialist" in *BD Guide*, Vol. 7, No. 1, September/October 1992.

Teresa Davidian, music, authored an article about Debussy's "Sonata for Cello and Piano" in *Theory and Practice*.

Richard Cioffari, music, composed "Festive Rondo," published by Southern Music Co. in San Antonio, Texas, March 1992.

M. Neil Browne, economics, and Mary L. Keeley-Vasudeva, English, authored "Classroom Controversy as an Antidote for the Sponge Model of Learning" in *College Student Journal*, Vol. 26, No. 3, September 1992; Browne also co-authored with J. David Reed, economics, "Providing a Spirit of Community for Young Faculty" in *Proceedings of the Ninth Academic Chairpersons Conference*, Vol. 39, February 1992.

Pamela Allen, career planning and placement services, and Bruce Klopfenstein, telecommunications, authored "Generation X: The Twenty-Something Generation" in *Feedback*, Summer 1992.

Ed Danziger, history, authored "Children and the Future: Indian Education at Wallaceburg District Secondary School" in *Canadian Journal of Native Publication*.

Bevans D. Mabry, economics, authored "Ethical Behavior in Labor Relations" in *Business Ethics & Common Sense*, Quorum Books, 1992.

Nora Liu, HPER, co-authored "The Reliability and Validity of the 20-Meter Shuttle Test in American Students 12 to 15 Years Old" in *Research Quarterly for Exercise and Sport*, Vol. 63, No. 4, December 1992.

Duane Whitmire, computer services, authored "Selecting Software for Word Processing" in *The Office*, November 1992.

Virginia Marks and Richard Kennell, both of music, co-authored "Student Motivation in the Applied Studio" in *American Music Teacher*, June/July 1992.

Richard Kennell, music, authored "The Individualized Musicianship Program" in *Teaching Techniques and Insights for Instrumental Music Educators* by Joseph Casey; he also authored "The Automated Departmental Office: A Student Recruitment LAN Application" in *Using Computer Networks on Campus*.

Edsel A. Pena, mathematics and statistics, authored "A Chi-Square Goodness-of-Fit Test for Randomly Censored Data" in *Journal of the American Statistical Association*, No. 87, 1992; also published "Classes of Nonparametric Goodness-of-Fit Tests for Censored Data: Simple Null Hypothesis Case" in *Nonparametric Statistics and Related Topics* 1992.

Eldon E. Snyder and Elmer Spreitzer, sociology, authored "Social Psychological Concomitants of Adolescents' Role Identities As Scholars and Athletes: A Longitudinal Analysis" in *Youth & Society*, Vol. 23, No. 4, June 1992.

SENATE

From the front

Task Force currently is reviewing health plan modification proposals. If modifications are implemented, it may not be necessary to increase the cost of the plan. However, if no modifications are made, health care costs are likely to increase, he said.

In other business, Chair Allen White responded to charges made at previous meetings that there possibly has been some censorship of senate materials by the Senate Executive Committee and the Board of Trustees.

Senator Elliott Blinn has accused senate officers of failing to: transmit a resolution he sponsored to the trustees; inform the senate of the trustees' rejection of a charter amendment to evaluate the president; and transmit a policy on amorous relationships to the senate.

In researching the charges, White said he could find no mention of Blinn's resolution in minutes of last year's meetings. He also said technically the trustees never rejected the senate's amendment to evaluate the president because the issue never appeared on the board's agenda for discussion. Since then, the senate has chosen to evaluate the president without charter authority. As for the amorous relationships policy, White said that after review by an attorney, the policy was found to be unenforceable and unnecessary since the University has a sexual harassment policy.

Blinn said he still was concerned that certain committees or boards were making decisions without consulting the whole body or not in accordance with the state Sunshine Laws.

DATEBOOK

Monday, Jan. 25

Auditions, for BGSU Theatre production of "Lend Me A Tenor," 7 p.m., 402 University Hall. For more information, call 372-2222.

Auditions, for the BGSU Theatre production of "The Hostage," 7 p.m., 400 University Hall. Call 372-2222 for more information.

International Film Series, "The Attack of the Present on the Rest of the Time," (Germany 1985), 8 p.m., Gish Film Theater. Subtitles. Free.

Tuesday, Jan. 26

Auditions, for "Lend Me A Tenor," 7 p.m., 402 University Hall. Call 372-2222 for more information.

Auditions, for "The Hostage," 7 p.m., 400 University Hall. Call 372-2222 for more information.

Concert, The BGSU New Music Ensemble, 7 p.m., Bryan Recital Hall, Moore Musical Arts Center. Free.

Lecture, "Losing Land: The Erosion

CLASSIFIED EMPLOYMENT OPPORTUNITIES

New vacancies

Posting expiration date for employees to apply: Noon, Friday, Jan. 29.

- 1-29-1 **Laboratory Assistant**
Pay range 2
Biological sciences/Species Center
Part-time
(Grant funded through 1997)
- 1-29-2 **Custodial Work Supervisor**
Pay range 4
Physical plant
Academic year, part-time

FACULTY/STAFF POSITIONS

The following faculty positions are available:

Applied Statistics and Operations Research: Assistant professor (two positions, tenure-track). Also, instructor (two positions, temporary). Contact Wei Shih (2-2363). Deadline: Feb. 28 or until filled.

Economics: Assistant/associate professor of international business (anticipated). Contact J. David Reed (372-2646). Deadline: Feb. 28 or until filled.

Firelands College: Assistant professor of art. Deadline: Feb. 15. Also, assistant professor of biology, Department of Natural and Social Sciences. Deadline: Feb. 1. Also, assistant professor of mathematics. Deadline: Feb. 1. For all positions, contact the Office of the Dean, Firelands College (433-5560, ext. 223).

Journalism: Assistant professor. Contact Laurence Jankowski (2-2076). Deadline: Feb. 15.

Library and Learning Resources: Head librarian (two positions, full-time, probationary, curriculum resource center and Popular Culture Library). Contact the Search Committee, Jerome Library, Dean's Office (2-2856). Deadline: Jan. 30 (review of applications will begin in February and will continue until filled).

Management: Assistant professor (three positions, two in human resource management, one in purchasing/materials). Contact James McFillen (2-2946). Deadline: Feb. 27.

Mathematics and Statistics: Assistant professor (anticipated). Contact Andrew Glass (2-2636). Deadline: Feb. 3 or until filled.

School of Art: Assistant professor, graphic design. Contact Ronald Jacomini (2-2786). Deadline: Feb. 20 or until filled.

The following administrative staff positions are available:

Biological Sciences: Laboratory assistant (temporary, part-time, grant-funded through Feb. 9, 1994). Contact personnel services (2-8426 for Search V-004). Deadline: Feb. 5.

Development Office: Assistant director of development - major gifts. Contact personnel services (2-2227 for Search M-005). Deadline: Feb. 16.

Financial Aid and Student Employment: Assistant director. Contact personnel services (2-8426 for Search V-002). Deadline: March 1.

Firelands College: Enrollment services, coordinator for financial assistance. Contact Office of the Dean, Firelands College-BGSU, 901 Rye Beach Rd., Huron, OH., 44839. Deadline: Feb. 1.

Northwest Ohio Regional Teacher Training Center: Assistant coordinator of operations. (Grant funded through October 1993, renewable). Contact personnel services (2-2227 for search M-048). Deadline: Jan. 31.

Personnel Services: Assistant director, employment/training. Contact personnel services (2-2227 for Search M-01). Deadline: Feb. 19.

WBGU-TV: Development associate. Contact personnel services (2-2227 for Search M-03). Deadline: Feb. 8.

Factor, by Glenn Maddy, Sandusky Co. extension agent, 8 p.m., 95 Overman.

Wednesday, Jan. 27

People for Racial Justice Committee Meeting, 1-2:30 p.m., Taft Room, University Union.

Women's Basketball, vs. Western Michigan, 5:45 p.m., Anderson Arena.

Men's Basketball, vs. Western Michigan, 8 p.m., Anderson Arena.

Thursday, Jan. 28

Weight Watchers, pre-registration meeting, noon, personnel/conference training center, College Park Office Building. Free. For more information, call Karol Heckman at 372-2225.

WBGU-TV Program, "Ohio Business" will look at Buckeye Machine and Fabricators, Inc., in Forest, Ohio, 8:30 p.m., Channel 27.

Lenhart Classic American Film Series, "The Women" (1939), 9 p.m., Gish Film Theater. Free.

Saturday, Jan. 30

Hockey, vs. Illinois-Chicago, 7 p.m., ice arena.

Monday, Feb. 1

International Film Series, "Young Freud" (Austria 1991), 8 p.m., Gish Film Theater. Subtitles. Free.

Reception planned

Faculty, administrative and classified staff are invited to a reception honoring Bob McGeein, capital planning, upon his retirement. The reception will be held from 3-5 p.m. Wednesday (Jan. 27) in the gallery on the second floor of McFall Center.

Office changes name to disability resources

A campus office formerly known as handicapped services has changed its name to disability resources. The Board of Trustees approved the new name at its Dec. 11 meeting.

Disability resources is part of the affirmative action office.

Rob Cunningham, coordinator of disability resources, said the word "handicapped" has become dated. "The word now has negative connotations and has fallen out of favor with groups who are themselves disabled and with legislators," he said. "The word 'disabled' is considered more positive."

Pertinent legislation and organizations are now using "disabled" in all their wording or titles. Many other universities

also have changed the names of their offices dealing with these services. "It was thought that we should follow the national movement in this area," Cunningham said.

He said his office had received occasional complaints from disabled students or their parents about the use of the word "handicapped". "By changing the name, it makes it more conducive for students to use our services," Cunningham said. "Before, some of them were turned off by the name so they didn't bother finding out what services we could provide for them."

Disability resources assists disabled students in overcoming obstacles as they pursue their educational goals and activities on campus.

Q & A ABOUT COLLECTIVE BARGAINING

A variety of questions have been raised about faculty collective bargaining and its potential effects. The Bowling Green State University Faculty Association has asked the *Monitor* to publish its answers to some questions posed recently by several individual faculty.

Question: BGSU-FA has said that its purpose is to enhance the academic mission of the University through collective bargaining. If that's true, why do you care about faculty salaries? All this debate about the effect of collective bargaining on salaries makes the faculty look selfish.

Answer from BGSU-FA: Surely no one questions the relationship between faculty salaries and important factors of academic quality, such as the University's ability to attract and retain good teacher-scholars, the morale of its faculty and its ability to offer instruction in specialized, high-demand fields. Therefore, it is not surprising that average faculty salaries have often been used as one measure of the quality of institutions of higher learning. It is quite probable, for example, that the relative decline in faculty salary levels here played a significant role in BGSU's recent drop in quartile rank by the *U.S. News and World Report* publication "America's Best Colleges."

But the average faculty salary level at a university is only one of several recognized measures of academic quality that BGSU-FA would like to see enhanced. Others include the size of library holdings, the ratio of fulltime faculty to number of students, faculty publications, student retention and graduation rates, the distribution of faculty in rank and experience and many more. Of course, all of us would like to see all such measures of academic quality enhanced. However, Ohio's collective bargaining law specifically limits collective bargaining by public employees to the areas of salaries, benefits, terms of employment and working conditions. BGSU-FA is convinced that faculty collective bargaining can be an important tool for advancing the University's academic mission, even if bargaining is restricted to only those areas.

All campus buildings' fire alarms to be tested

The University is required to perform a functional test of each building fire alarm system twice each year. The physical plant is initiating a new testing program for all non-residential buildings.

Fire alarm system testing will be conducted each Wednesday from 6-7:45 a.m. The physical plant will post notices on entry doors of buildings while the

testing is in progress. Normally, the only disruptive activity in the testing procedure is verification of the audible horns. The horns will be tested early in the procedure.

The program should minimize inconvenience to the campus community. For further information, contact the physical plant at 372-2695.

FOR SALE

The educational administration and supervision department in the College of Education and Allied Professions has for sale to departments the following computer equipment: an Apple IIc monitor, keyboard, external 5.25-inch disk drive for \$300 and an Imagewriter dot matrix printer for \$200. The items can be seen by calling

Karen Gerkens at 372-7377.

The president's office has for sale an IBM PC with dual disk drive, monitor and keyboard; an NEC 3550 letter quality printer; and an Imagewriter II printer. Contact Kay Meier at 372-7795 for more information.